# INTERNSHIPS

Developing a talented workforce in Indiana

Presented to:

Indiana Career Council Pathways Taskforce

August 18, 2014



### Indiana INTERNnet



### The Facts

### **Fact**

Jobs are the #1 reason people stay in or leave a community

### **Facts**

Employers made full-time offers to 64.8% of their interns in 2013 (2014 NACE report)



### What is an Internship?

An internship is a form of structured & supervised experiential learning that provides students practical experience in their chosen fields.



# The Changing Face of Interns

- Traditionally: college students
- Today, internships include:
  - High school students
  - Post-degree students
  - Non-degree students
  - Career-changers
  - Returnships
  - Graduate students











### Types of Internships

- Short-term
- Project-based
- Virtual
- Traditional





### **Employer Benefits**

- Increased productivity
- Reduced recruiting costs
- Gain fresh perspectives
- Make progress or finish backburner projects
- Remain competitive
- Corporate citizenship
- Retain talent in Indiana





### What's in it for the Intern?

- Apply academic coursework to the professional world
- Explore career interests
- Enhance responsibility/transferable skills
- Build resume/portfolio
- Expand network to gain full-time employment prospects



### **Our Core Mission**

Indiana INTERNnet is the catalyst for expanding the creation and use of experiential learning opportunities as a key strategy in retaining Indiana's top talent.





# **Accomplishing Our Mission**

Indiana INTERNnet is a free internshipmatching program linking

- Individuals seeking internships
- Indiana employers
- Indiana high schools, colleges & universities.

We provide high-touch & high-tech services to anyone seeking or promoting an internship.



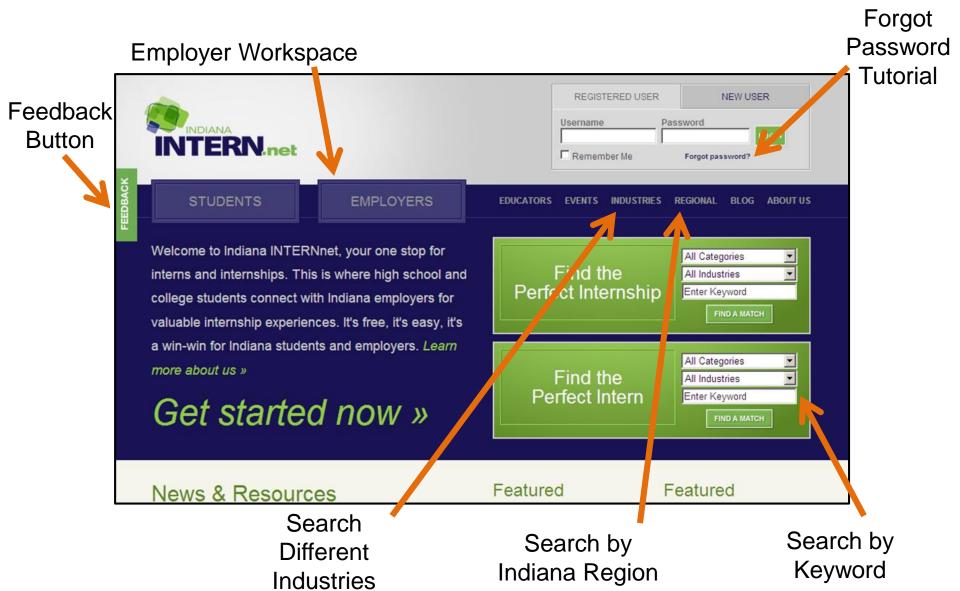
### **High Touch Services**

- Employer assistance
- Resource guides
- Career fairs
- Internship hotline/feedback button
- IMPACT Awards
- Community engagement





# **High Tech Services**



### News & Resources



### Internship Reflection: Parke County Community Foundation

Posted by Nour, December 12, 2013

Sarah Melvin, a 32-year-old mother of two, attended Franklin College out of high school and withdrew her senior year to join the US Navy. After living in Hawaii for eight years, she moved back to the mainland to raise her children near family. Sarah is currently a junior at Saint...

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### United Way Team NFL Interns Impacting Education

Posted by Nour, December 03, 2013

Indiana University senior, Tim Klawitter, tells of his experience as a student manager and how United Way team NFL interns are impacting education. Tim is specializing in sports communication, business and journalism. He will be graduating in December and is presently searching for a full-time position. As a a student manager...

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### Thankful Intern Shares Grateful Moments

Posted by Nour, November 27, 2013

The below freezing temperatures hint at the brewing winter and signal a string of holiday celebrations. Every November, Thanksgiving is celebrated in Indiana with only the juiciest of roasted turkeys and the sweetest of pumpkin pies. As family and friends gather around the table, a sense of gratefulness fills the...

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### Featured Internships

CAD Designer

Mechanical Engineer

Electrical Engineer

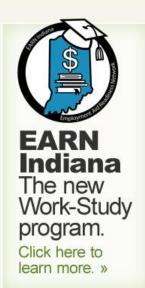
Marketing Intern

Nappanee Heritage Museum -Data Entry, Inventory & Greeter

Graphic Design Internship

Assistant Recruiter

View all internships »





Indiana INTERNnet IMPACT Awards Luncheon Sponsored by Ivy Tech Community College - February 5, 2014

A statewide event recognizing internship excellence

Register for the event »

employers educators

career development staff



### Sign up to receive INTERNnetwork, our newsletter

We hope you will view INTERNnetwork as a source of insight to Indiana internships. Throughout the pages, you will find articles geared toward our clients: students, employers and universities.

Email Address

"I think we'll end up getting better employees because of this experience!"



Marty Wine Gold Shield of Indiana

See more success stories »

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Research

Intern Today, Employee Tomorrow: The Indiana **Employer's Guide to Internships** 

Indiana Career Explorer

students searching













### **EARN Indiana**

**Indiana Commission for Higher Education** 

### Employment Aid Readiness Network

- Gives students with financial need access to résumé-building, experiential, paid positions
- Provides employers up to 50% hourly wage reimbursement for hiring EARN students
- Enhances student-employer matching through partnership with Indiana INTERNnet



# **EARN Eligibility**

- Employer eligibility based on internship offered – is it experiential?
  - Private companies may participate
  - All employers may participate year-round
- Student eligibility remains need-based
  - Must be full-time student during academic year
  - Must be offered a Frank O'Bannon or 21st
    Century Scholar state financial aid away



### Opportunities/Challenges

- College/University Focus and Collaboration
- Regional Partnerships
- Increased Employer/Student Awareness and Education
- Employer Incentives (EARN Indiana)
- Measuring Successes
- Funding



# Compensating an Intern

Abide by laws (Fact Sheet #71)





### **Questions, Comments**

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### Connect with us:







